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DD/S&T-1046-77

Executive R  
77-620374

10 MAR 1977

DDA

MEMORANDUM FOR: Deputy Director of Central Intelligence

SUBJECT: Revision in Trial Period

REFERENCE:

- a. Memo for ADCI thru DDA fr D/Pers, dtd 15 Feb 77; same subject.
- b. Memo for DDA fr DDS&T, dtd 2 Feb 77; subject: DDS&T Comments on the MAG Report to the DDCI on "Personnel Management" dtd 7 Dec 76.

1. In general I agree with the suggestion in reference a. that a two-phased probationary period for new employees be inaugurated. There are instances when a one-year trial period is insufficient to judge the performance of an employee, however I am concerned that the opportunity to delay a decision on a new employee beyond the first year will be irresistible to many. If Mr. Janney's recommendation is accepted, I hope that there will be a very strong emphasis on reaching a decision on a new employee within the first year if possible. In this regard, I also agree with the Director of Personnel that it would be in the best interest of the Agency to continue to provide an appeals mechanism in cases extending beyond the first year.

2. I should add that the above response appears to be a modification of a position I took in paragraph 12 of reference b. However in that instance, the MAG was encouraging an overall lengthening of the probationary period without provision for the retention of the one-year provision contained in reference a. I felt then as I do now that, consistent with sound management, the trial period should be as short as possible.

LESLIE C. DIRKS  
Deputy Director  
for  
Science and Technology

Atts: a. Pers-77-506, 15 Feb 1977  
b. DDS&T-399-77, 2 Feb 1977

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